

KXAS NBC5 and KXTX Telemundo39

2020 - 2021 ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station: KXAS and KXTX

1.) List all full-time job vacancies filled by any station covered by this report in the past year.

- **KXAS – Texas Today Producer**
- **KXAS – Photographer/Motion Graphics Editor**
- **KXAS – Producer**
- **KXAS – Texas Today Host**
- **KXAS – Texas Today Field Producer**
- **KXAS – Producer**
- **KXAS – Media Asset Manager/Editor**
- **KXAS/KXTX – Assignment Desk Editor**
- **KXAS/KXTX – VP, Technology and Operations**
- **KXTX - Sr. Commercial Content Producer**

2.) For each vacancy listed, attach to this report the relevant Recruitment Source Data Form. See below

3.) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? 40

- 4.) In total, how many persons interviewed by the above listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Campus Job Board/Event	0
Career Fairs/Diversity Event/Mixer/Associations	0
Contacted Directly by NBCU HR Rep	5
Current/Former Intern/Page	1
Facebook/Instagram/Twitter	1
Current/Former NBCU Employee	3
Current Freelancer/Contractor	4
LinkedIn	9
NBCUniversal Careers Site	14
NBCUniversal Affinity Groups	0
Online Advertising	0
Referral	2
Search Firm Agency	1

5.) Please summarize the station's (or station group's) broad recruitment outreach initiative during the past year. Please identify each initiative in which the station substantially participated; the date (s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature of each initiative.

1.) A. Internship Program – KXAS and KXTX have a paid Internship Program. We have a total of 2 -6 interns per semester. The students are still able to earn college credit and hands on experience. Our internship program also gives us qualified diverse candidates. Martha Stallard, Manager, HR supervises this program.

B. Emma Bowen Foundation for Minority Interest in Media: We employ interns for their last two years of college or for their full four years. The interns also receive a salary. This is a 2 or 4 year commitment to our company by the intern. We currently have an opening for one (1) intern in the program (1 – KXAS). Martha Stallard, Manager, HR supervises this program.

2.) Internet Recruiting –Both stations link the job postings to the nbcunicareers.com job site.

When we have openings, jobs are posted on-line at the following Websites: nbcunicareers.com, Linkedin.com, Indeed.com, Glassdoor.com (where applicable), Producerpage.com (where applicable), MediaBistro.com (where applicable), TVJobs.com, Spots-N-Dots (where applicable), Journalismjobs.com (where applicable) and TVNewsCheck.com (where applicable). All on-line ads are directed back to nbcunicareers.com to apply.

3.) Mentoring Program – Stephen Wright, Assignment Manager, works with the Dallas and Fort Worth Association of Black Journalists, along with the NBCDFW Black Employee Network, to mentor students about NBC and the various jobs that we have at the station.

KXAS/KXTX are in their fourth year for their mentoring program with the Thomas Jefferson Leadership Academy at Thomas Jefferson High School, a high school in the Dallas Independent School District, in conjunction with Dallas County Community College District. This partnership (P-Tech) has NBCUniversal employees mentoring students that are enrolled in the “Pathway to Technology” early college high school program at the school. The students will simultaneously graduate with a High School degree and an Associate degree after completing four (4) years of high school.

Due to the pandemic, we were not able to participate in the on-site mentoring as in years past.

4.) Scholarship Program –

KXAS and KXTX sponsor Emma Bowen Minority Scholarship Program Students (see #1B above).

The 10th anniversary of the Hispanic Business Salute is an annual gala that honors local business entrepreneurs that make a difference in our community. KXTX provides \$15,000 in scholarships to outstanding students majoring in media/journalism.

- 5.) Minority Job Fairs and Recruitment Events – KXAS and KXTX had personnel at minority job fairs and events. Both stations had representatives at the virtual NAHJ and NABJ Annual Conferences in 2020– John Stone, VP, News, Stephen Wright, Operations Manager, Valerie Guyton, Asst. News Director, participated. In these virtual events. We also had representation from our Staffing Team attend these events.**
- 6.) Internal EEO Management Training -- All NBC and Telemundo Employees are required to complete a course designed to prevent Harassment and Discrimination, training is offered on-line and in a classroom setting presented by NBCU Legal. In 2020 we had an additional “Respect in the Workplace” training that was mandatory for all NBCU employees. We offer training for employees for various skills (ex. Microsoft Training – Word, Excel, PowerPoint), and various training for certain skill sets such as video editing.**

6. Community Organization Notification Requests: We have the form on our website, as well as running newspaper ads notifying that organizations can request lists of our job openings. For every job posted, we send to the below organizations. None of the below organizations have requested these notices.

- Texas Rehabilitation Commission
- Central Branch – Janis Townsend
- Labor Council for Latin America
- University of North Texas
- South Asian Journalists Association
- TWU
- Commissioner Precinct 1 – Dionne Bagsby
- Dallas Intertribal Center
- National Association of Black Journalists
- Women’s Center of Tarrant County
- Graduate Student Communications Association
- Goodwill Industries of Fort Worth
- Career Services TCU
- Career Center TCC Southeast Campus
- University of North Texas
- Northside Interchurch
- Fort Worth Metro Black chamber of Commerce
- PrideStaff
- National Association of Broadcasters
- National Association of Black College Broadcasters
- City of Fort Worth
- LULAC Arlington Council #4353
- Network of Hispanic Communicators
- City of Fort Worth Personnel
- Sigma Lambda Alpha Sorority
- The Leadership Institute

- Asian Student Association
- University of Texas – Arlington
- Fort Worth Hispanic Chamber of Commerce
- NAACP
- North Lake College
- Center of Cultural Diversity
- UT Arlington, Dept. of Communication
- Easter Seals North Texas
- UTA Employment Service
- Lulac Council #4442
- E. New Mexico University
- Midland Hispanic Chamber of Commerce
- University of Texas at Arlington
- National Association of Black Journalists
- Muslim Student Association
- National Black MBA Association
- NAACP
- La Cadena Network of Hispanic Communicators
- Dallas Black Chamber of Commerce
- Work Ready, Texas
- Dallas Community Leadership, St. Luke United Methodist Church
- Organization of Latin-America Students TCU
- Art Institute of Dallas
- Asbury College
- Collegiate Communication Association
- NAACP Fort Worth Chapter
- Association of Mexican-American Students
- Texas Christian University
- Louisiana State University

- Texas Workforce Commission
- Design Focus
- Image Magazine
- Emma L. Bowen Foundation for Minority Interests in Media
- Students for Asian Indian Cultural
- University of North Texas
- Dwight Butts Resources Connection Workforce Center
- Judy Bland Expanco Employment
- Black Graduate Student Association
- Ms. Emelita D. de la Rosa
- Dallas Black Chamber of Commerce
- Mexican-American Education Advisory
- North Texas GLBT Chamber of Commerce
- Southwestern Adventist University Department of Communication
- Society of Professional Journalist
- Dallas Hispanic Chamber of Commerce
- Hispanic Organization of Leadership & Achievement
- Hispanic Awareness Club
- TAB Job Ads

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Texas Today Producer (55090BR)

Date Job Filled: 4/8/2020

That Referred
Ultimate Hire: Current NBCUniversal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Photographer/Motion Graphic Editor (56702BR)

Date Job Filled: 9/11/2020

That Referred
Ultimate Hire Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Linkedin	www.linkedin.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Indeed.com	www.indeed.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Producer** (56740BR)

Date Job Filled: 2/6/2021

That Referred
Ultimate Hire: Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
LinkedIn	www.linkedin.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Indeed.com	www.indeed.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Texas Today Host (56746BR)

Date Job Filled: 12/5/2020

That Referred
Ultimate Hire: Former NBCUniversal Intern

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Field Producer (56747BR)

Date Job Filled: 12/7/2020

That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	(818) 777-7967 Emily.Porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Media Asset Manager/ Editor (57155BR)

Date Job Filled: 10/13/2020

That Referred
Ultimate Hire: Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Linkedin	www.linkedin.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Indeed.com	www.indeed.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: **VP, Technology and Operations (58390BR)**

Date Job Filled: 1/30/2021

That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Rashida Robinson	(212) 413-6037 Rashida.Robinson@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Rashida Robinson	(212) 413-6037 Rashida.Robinson@nbcuni.com	No
Linkedin	www.linkedin.com	Rashida Robinson	(212) 413-6037 Rashida.Robinson@nbcuni.com	No
Indeed.com	www.indeed.com	Rashida Robinson	(212) 413-6037 Rashida.Robinson@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Rashida Robinson	(212) 413-6037 Rashida.Robinson@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Producer** (57117BR)

Date Job Filled: 2/7/2021

That Referred
Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Linkedin	www.linkedin.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
Indeed.com	www.indeed.com	Scott Williams	(212) 664-5031 Scott.Williams2@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Scott Williams	(212) 413-6037 Rashida.Robinson@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Assignment Desk Editor (57378BR)

Date Job Filled: 3/13/2021

That Referred
Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	(954) 622-839 james.arroyave@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	James Arroyave	(954) 622-839 james.arroyave@nbcuni.com	No
Linkedin	www.linkedin.com	James Arroyave	(954) 622-839 james.arroyave@nbcuni.com	No
Indeed.com	www.indeed.com	James Arroyave	(954) 622-839 james.arroyave@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	James Arroyave	(954) 622-839 james.arroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Sr. Commercial Content Producer (58264BR)

Date Job Filled: 3/25/2021

That Referred
Ultimate Hire: LinkedIn

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Ali Stelzer	(212) 664-3060 Ali.stelzer@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Ali Stelzer	(212) 664-3060 Ali.stelzer@nbcuni.com	No
LinkedIn	www.linkedin.com	Ali Stelzer	(212) 664-3060 Ali.stelzer@nbcuni.com	No
Indeed.com	www.indeed.com	Ali Stelzer	(212) 664-3060 Ali.stelzer@nbcuni.com	No
NBC5 / T39 Jobline		Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Martha Stallard	Martha.Stallard@nbcuni.com or Elvira.sakmari@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Ali Stelzer	(212) 664-3060 Ali.stelzer@nbcuni.com	No